

# Gender equality and gender mainstreaming



**HELP**

**Human Rights Education for Legal Professionals  
Council of Europe**

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

## Gender equality and gender mainstreaming

**HELP ONLINE COURSE**

Duration: 2.5 hours

Available for free  
on the HELP  
e-learning platform

Statement of Accomplishment

**START COURSE** 

Council of Europe  
Human Rights Education for Legal Professionals (HELP) Programme 2024

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## Background

Gender equality is central to the protection of human rights, the functioning of democracy, respect of the rule of law and social well-being. Despite progress in the last decades, effective gender equality is far from being a reality in Europe. Violence and discrimination, primarily against women, persist in many areas. Gender equality is a key area of policy-making and standard-setting, including at the level of the Council of Europe. It is also a research area and an issue that is relevant for society as a whole.

In the 1990's, a new approach to gender equality was introduced. This was based on the consideration that the persistence of gender inequalities required taking this issue into account in all areas, in order to truly address their structural and pervasive nature. This "gender mainstreaming approach" aims at integrating the needs and situations of women and men in all their diversity at all levels and at all stages, by the actors normally involved in policy-making (including in projects and organisational development). Gender mainstreaming is implemented alongside specific measures for the advancement of women and aims at designing better policies by grounding them in the situations and lived experiences of the people who should be at the centre of those policies.

Implementing a gender mainstreaming strategy requires that all actors working on policies and projects have some knowledge about gender equality. This includes notions regarding the existing situation in terms of sharing, between women and men in all their diversity, of resources, power and access to rights. It requires common knowledge regarding gender-related concepts, as well as International and European standards and an insight into how to implement a gender analysis.

For more information about the standards and activities of the Council of Europe in this area, please consult the [gender equality website](#).

## About the course

The online course was developed in 2023 and aims at providing fundamental knowledge of gender equality and gender mainstreaming issues, with a particular focus on the Council of Europe, including cooperation, monitoring and standard-

setting activities. More generally, the course covers the skills and tools needed for anyone interested in integrating a gender equality perspective in their work.

It is an interactive course that includes information about facts, concepts and standards, but also videos, practical checklists and exercises.

The online course is the result of the joint efforts of the [Gender Equality Division](#), the Directorate of Human Resources and the [Human Rights Education for Legal Professionals \(HELP\)](#) team of the Council of Europe.

## Target audience

The main target groups are all Council of Europe staff members, Council of Europe experts, including Gender Equality Rapporteurs and state authorities. Other stakeholders, such as justice stakeholders, staff members of private and public organisations or members of civil society organisations may also find the course useful for their work. The general public (notably students and academics) may also benefit from the course.

## Course outline

The course consists of an introductory module and 3 substantive modules:

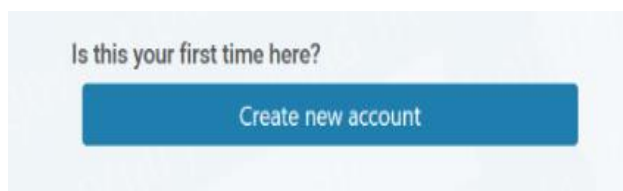
	<p><b>Introductory module</b></p> <ul style="list-style-type: none"> <li>• Welcome to the HELP course</li> <li>• Learning objectives</li> <li>• How equal is the society we live in ? : examples of gender inequalities in selected areas</li> </ul>
1	<p><b>Gender equality and gender mainstreaming concepts</b></p> <ul style="list-style-type: none"> <li>• Sex, gender and intersectionality</li> <li>• Gender equality</li> <li>• Gender mainstreaming</li> <li>• Gender equality and violence against women</li> <li>• Quiz</li> </ul>
2	<p><b>International and European standards and policy framework on gender equality</b></p> <ul style="list-style-type: none"> <li>• Council of Europe standards and policy framework</li> <li>• United Nations standards and policy framework</li> </ul>

	<ul style="list-style-type: none"><li>• European Union standards and policy framework</li><li>• Quiz</li></ul>
3	<b>Gender mainstreaming in practice</b> <ul style="list-style-type: none"><li>• Conducive factors for gender mainstreaming</li><li>• Conducting a gender analysis</li><li>• Gender-sensitive communication</li><li>• Gender mainstreaming at the Council of Europe</li><li>• Resources and examples</li><li>• Self-reflection exercise</li></ul>

## How to access the HELP online course

The course is freely available in a self-learning format on the [Council of Europe HELP e-learning platform](#).

To access the course, you need a HELP account. If you have not created one yet, you can [sign up here](#); it only takes 2 minutes.



The overall length of the online course is approximately **2.5 hours**, and you can follow this link to directly access the online course: <https://help.elearning.ext.coe.int/course/view.php?id=7172>, and those who complete it in a self-learning format can obtain an individualised, electronic 'Statement of Accomplishment'.